Preface

The 2008 South Dakota Health Care Professional Workforce Report serves as a way to determine the vacancy and turnover rate of health care professionals in South Dakota at a single point in time.

The information used to develop the report came from the South Dakota Health Care Professional Workforce Survey. See Appendix D for copies of surveys. The Department of Health Office of Data, Statistics, and Vital Records and the Office of Rural Health created the survey in consultation with the Colleagues In Caring program. The survey was conducted and analyzed by the Office of Data, Statistics, and Vital Records.

The survey consisted of questions that inquire about the number of vacancies and turnovers of health care professionals within South Dakota. A vacancy is defined as a budgeted position not currently filled, while a turnover is defined as the number of employees who left a facility during the fiscal year. It does not include the number of employees who were promoted or transferred within a facility. This survey was created in response to the need for information about the status of health care professionals in South Dakota. The data will be shared with all healthcare organizations to help recruitment and retention efforts within the state for all health care professions.

The survey was sent to all Department of Health registered, licensed, and or certified (Medicare/Medicaid) health care facilities within the state of South Dakota as well as clinics, community health, dental offices, federally qualified health care centers, eye clinics, pharmacies, and correctional health facilities. Each facility type received a separate survey that asked about key health care professionals within their facility. Facility types included assisted living centers, inpatient chemical dependency, certified end-stage renal dialysis, community health, clinics, home health agencies, intermediate care for mentally retarded, nursing facilities, rural health clinics, dental offices, federally qualified health care centers, eye clinics, pharmacies, correctional health facilities, and hospitals including community, non-community, and specialized.

Any questions regarding The 2008 South Dakota Health Care Professional Workforce Report should be addressed to:

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Methodology

Data Collection Process

The Department of Health, in consultation with the Colleagues in Caring Program, developed the workforce survey for the first time in 2002. The survey has been done annually since then. The survey was conducted again and sent to all Department of Health licensed, registered, and certified facilities as well as clinics, community health, dental offices, federally qualified health care centers, eye clinics, pharmacies, and correctional health facilities. The survey was conducted in May of 2008 with a response rate of 76.7 percent. A second round of surveys was sent to non-responding facilities to improve the response rate. The second round of surveys improved the return rate to 87.5 percent. Surveys were entered into a Microsoft Access database and analyzed using SPSS and Microsoft Excel.

For analysis purposes only full-time positions, vacancies, and turnovers were used throughout this report.

Turnover numbers are reported for the facilities' fiscal year. However, vacancy numbers are reported as of January 31, 2008.

Data Limitations

This report includes clinics, community health, dental offices, federally qualified health care centers, eye clinics, pharmacies, correctional health facilities, and Department of Health licensed, registered, and certified facilities and the health professionals employed in these facilities. Therefore, this data cannot be extrapolated to facility types that were not surveyed.

Publication Format

The report is divided into five main areas: statewide data, geographic area, facility type, selected profession groups, and county level data.

- Statewide data includes data for all facility types.
- Geographic area breaks out the facilities by community size. They are either considered urban, rural, or frontier. See Appendix C for a map of the urban, rural, and frontier areas in South Dakota.
- Facility type is the break out of the 15 different facility types.
- Selected profession groups were surveyed for a closer look at selected professions.
- Selected profession groups are also trended from 2004 to 2008.
- County data displays the number of budgeted positions, budgeted vacancies, turnovers, and the percent of vacancies and turnovers by county. See Appendix C for a map of percent of vacancies and turnovers by county.

- **Note:** Starting in 2005 certified nursing assistants were analyzed separately from nursing assistants. Please do not use past publications to conduct trend analysis on nursing assistants.
- **Note:** Community health, dental offices, federally qualified health care centers, eye clinics, pharmacies, and correctional heath facilities data is included in 2007 and 2008 information throughout this report.